MAY 25 1955

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT: CIA Supergrade Structure

REFERENCE: Attached CIA Supergrade Structure Paper,
                dated May 12, 1955.

    1. The tone of the paper seems to be that of pursuing the
average, i.e., what everybody else is doing. Maybe I am ingenuous,
but for a number of years I have felt that if this peculiar busi-
ness of ours is to succeed we must employ fitting originality as
needful. However, maybe what is proposed here is as good as any
system we could devise. I would be a little happier about it if we
were prepared, and showed evidence of some original thinking.

    2. To allocate supergrades on the basis of a component popula-
tion is very disturbing. Function ought to be the governing basis
for the obvious reason the great variety of different kinds of
activity within this Agency automatically bespeaks a great difference
in levels of people to accomplish the work. This is so self-evident
as to not need further elaboration I think.

    3. If we go on to a workburden T/O basis instead of component
ceiling, there might well be some modification in the numbers of
supergrades within a component. However, this is a relatively minor
point.

    4. New thinking on the part of the Civil Service Commission and
the Hoover Task Force in the field of personnel should be weighed in
this connection. In essence, the philosophy is to grade the individual
in these high ranges and not the job, and the individual carries the
grade on his back, and thereby creates a senior Civil Service.

Document No. _____
No Change In Class. ☐
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Class. Changed to: TS S C
Next Review Date: _____
Auth: HR 70-3
Date: _____ By: _____

Chief, Management Staff   25X1A9a